

Department of Economics
Departmental Standards for Biennial Faculty Performance Evaluations

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This document establishes departmental procedures and standards to be used in relation to the ISU Biennial Faculty Performance Evaluation. Part I covers explains how an overall evaluation of *Contributing Exceptionally* should be determined. Part II establishes departmental policy with respect to an overall evaluation of *Contributing Below Expectations*. The Personal Committee of the Department of Economics and the Chairperson are responsible for completing these evaluations. Peer reviews of teaching are part of the evaluation process. Details on this are addressed in part III.

I. Contributing Exceptionally

To achieve such an overall evaluation a faculty member must usually perform adequate work in all domains and exceed expectations in at least two. If a faculty member assigns a performance weight above 60% in a domain and exceeds expectations in this domain, meeting expectations in both other domains may be adequate for an evaluation of *Contributing Exceptionally*.

If a faculty member aspires to achieve this overall evaluation, she or he should request this from the Personnel Committee and the Chairperson through a memorandum of petition. A faculty member may also be nominated by a colleague through such a petition. Petitions should draw attention to elements in the record of performance that demonstrate contributions at levels that exceed expectations. The Personnel Committee will not normally seek to evaluate a faculty member as *Contributing Exceptionally* without such a specific request. Moreover, the Committee may request further information and evidence from the faculty member under review as part of its deliberation.

Under each domain heading below, a general normative criterion is established to guide determination of performance that exceeds expectations. These are followed by specific types of products or activities that may be considered as contributions toward such an evaluation, but the lists are not intended to be requirements. Exceeding expectations may be achieved through any or all of the points listed. It is up to the Personnel Committee and the Chairperson to apply judgment in evaluating the overall record to determine whether it justifies this evaluation level.

Teaching

General Criterion Exceeding expectations in the domain of teaching requires a level of teaching substantially superior to the norm amongst ISU's social science departments. ~~in the Department of Economics.~~ Superior performance is demonstrated by the types of evidence listed below. Moreover, a necessary condition for exceeding expectations in the domain of teaching is receiving evaluation results by students and peers that are near or above what is typical in economics courses.

Specific Products and Activities

Has received an extra-departmental award recognizing high quality teaching within the past five years.

Teaches a heavier than normal course load measured either in terms of number of sections, sections with substantially larger enrollments than is typical, or in terms of teaching intensity, as in courses that are writing intensive or unique in other ways that require substantially greater faculty effort.

Develops new courses, or substantially revises existing courses. This includes development and revision of courses for the Foundational Studies curriculum.

Develops course designs that integrate community engagement and experiential learning components/objectives.

Receives peer evaluations of teaching performance and course materials showing a level of quality substantially higher than average for the department.

Receives comments and scores from student course evaluations at or above the average for economics courses.

Receives unsolicited testimonials from students indicating a high quality of instruction.

Submits research grant applications and especially is successful in attracting grant funding with respect to teaching. External sources of funding are considered more significant than internal sources.

Research

General Criterion Exceeding expectations in the domain of research requires an output of research products of notable quantity and/or quality substantially in excess of the norm amongst ISU's social science departments. Although several kinds or products can be recognized as fulfilling this requirement, a necessary condition for exceeding expectations in the domain of research is to have published at least some work of a scholarly or academic nature that is roughly equivalent to two journal articles.

Specific Products and Activities

Has received an extra-departmental award recognizing high quality research within the past five years.

Publication of research articles in professional journals. Articles in peer-reviewed journals and in journals recognized as leading in their fields nationally or internationally are considered more significant.

Publication of books (scholarly monographs, textbooks, edited collections of papers). The reputation of the publisher may play a role in assessment of quality.

Scholarly presentations at professional conferences and seminars. Invited presentations and presentations in nationally or internationally respected fora are considered more significant.

Submission of research grant applications and especially success in attracting grant funding with respect to research. External sources of funding are considered more significant than internal sources.

Service

General Criterion Exceeding expectations in the domain of service requires a performance level substantially in excess of the norm amongst ISU's social science departments in the University. A standard expectation is that faculty members perform well in their departmental service responsibilities and serve on at least one standing committee or special committee at the college or university level. Service in other capacities may substitute for work on college or university committees. Moreover, the Department recognizes service contributions outside of ISU – such as to the economics and academic professions and to the broader community. The number of service assignments undertaken, accomplishments attained and indicators of the extent of effort exerted in the assignments should all be considered.

Specific Products and Activities

Has received an extra-departmental award recognizing high quality service within the past five years.

Serving on college-level or university-level standing committees. Serving as a committee chairperson deserves additional recognition, as does serving on the Senate Executive Committee and especially as one of the Senate's officers.

Serving on ad hoc or special committees, special task forces, advisory councils and other such bodies.

Serving as a representative to the Faculty Council of the College of Arts and Sciences or on the Senate of the University.

Organizing outside speakers for the University.

Contributions to professional bodies and associations: e.g. serving as officer for a professional organization, organizing conferences or conference sessions.

Serving as referee for journals, reviewer for publishers, discussant at conferences or as external reviewer for tenure or promotion decisions.

Writing reviews of academic and professional books.

Providing expertise to the media through interviews, articles or letters, and speaking engagements.

Working as consultant to government agencies or NGOs.

Contributions to community service organizations involving professional expertise.

II. Contributing Below Expectations

The Department will apply the University guidelines for an evaluation of "Does Not Meet Expectations."

III. Peer Evaluation of Teaching

Faculty members in the Department of Economics should have at least one peer review of teaching during each biennial evaluation period. A faculty member may request such a review through a brief memo to the Chairperson of the Personnel Committee. For review by someone outside the Department, the faculty member may request a specific person for this. The reviewer should have expertise in the topic that is the subject of the class under review. For review by someone within the Department, the Chairperson of the Personnel Committee will assign the reviewer. If a faculty member has not requested a peer review in the first year of the biennium, the Chairperson of the Personnel Committee should contact the faculty member and make arrangements for at least one peer observation of teaching.

IV. Allocation of Weight Amongst the Faculty Domains

The department does not seek any modification to the allocation ranges specified in the ISU Faculty Performance Evaluation Model.

V. Professional Standards